Comparing The Workforce We Have With The One We Need

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The Landscape of Community College Workforce Development

- Over 6 million credit students
  - 260,000 associate degrees in occupational areas annually
  - 350,000 certificate programs in occupational areas annually

- Over 5 million non-credit students primarily in workforce development programs

- Community colleges provide the largest single sector of higher education to the federal workforce system
Training the Technology Workforce

- 60 percent of all nurses received their degrees at community colleges
- 60 percent of all “first responders” (police, fire, EMS) received training at community colleges
- 50 percent of students in teacher education programs started at community colleges
- Community colleges are the largest source of apprenticeships to construction and manufacturing industries
Workforce Development in the Knowledge Economy

- Community colleges offer information technology certification programs
- Since 2000, the largest growth of programs has occurred in fields of allied health, computer technologies, homeland security and teacher training
- Many of the new technology programs are developed lead to four-year degrees
The National Infrastructure for Workforce Development

- No other post-secondary education institution fits these criteria:
  - In close proximity to all major centers of employment
  - Track record of successfully teaching both young people and adults
  - Accessible to immigrants and low-skilled adults
  - Maintains current technical knowledge of new skill demands
  - Committed to flexible delivery of programs and alignment with other important educational and workforce institutions
Five New Workforce Development Trends

- Less public training funds available through federal and state programs lead to a decline in community college customized training activities.

- Less use of customized training of incumbent workforce, and more emphasis upon assessment and hiring talented workforce.

- More linkage of training programs to company supplier development programs and innovative means to finance incumbent worker training.

- Training funds used by community colleges targeted to new investments to develop a talent pool for selection.

- Increased use of community colleges to provide technical assistance to start-up companies through business incubators.
New Demands on the Workforce

Mission

- College leadership must become more savvy about workforce development issues
- Increasing pressures on curriculum, equipment, and faculty relevance to the workforce development programs—need to emphasize credentials
- Programs must be balanced to achieve brand recognition and a “niche” in the community
- Major concern with the “transitions”
  - Educational (both K-12 and 2-4 year)
  - Education to work
  - Work to education
Thank You

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